

Civil Nuclear Police Authority Board Meeting			
Meeting Date	27 November 2024	Venue	
Start Time	13.00 hrs	End Time	15.40 hrs
Reference No.	CNPA20241127		
MEMBERS:			
Susan Johnson	CNPA Chair		
Alyson Armett	Industry Representative Member		
Andrew Harvey	Independent Member		
Sir Craig Mackey	Independent Member		
Sue Scane	Independent Member		
Pamela Duerden	Industry Representative Member, NDA		
Chris Pilgrim	Independent Member		
David Tomblin	Industry Representative Member, EDF		
Mac MacGill	Industry Representative Member Dounreay		
In ATTENDANCE:			
Simon Chesterman	Simon Chesterman - Chief Constable		
Stephen Martin	Deputy Chief Constable		
Richard Cawdron	ACO Director, Governance and Enabling Services		
Kerry Smith	Assistant Chief Constable		
Michael Vance	Assistant Chief Constable		
	Board & Committee Secretary		
	Senior Staff Officer to Chief Constable Simon Chesterman		
	Head of Governance		
	Chief Finance Officer		
	Board and Committee Manager		
OBSERVERS:			
Henry Hirsch	Department for Energy Security & Net Zero		
Daniella Gallagher	Head of CNC Sponsorship, Department for Energy Security & Net Zero		
APOLOGIES			
Philip Luxford, Department for Energy Security & Net Zero			
1.	Welcome and Chair’s Update (Susan Johnson)		
	1.1 The Chair welcomed attendees to the meeting.  1.2 Apologies Apologies were recorded above.  1.3 Conflicts of Interest No Conflicts were raised.		
2.	Update of events since last the Board		
	2.1 The Chair highlighted the following updates: • 18 October – ACO People Interviews		

	<ul style="list-style-type: none"> <li>■ [REDACTED]</li> <li>■ [REDACTED]</li> <li>■ [REDACTED]</li> <li>■ [REDACTED]</li> <li>■ [REDACTED]</li> <li>■ [REDACTED]</li> </ul> <p><b>2.2 Update from DESNZ - [REDACTED]</b></p> <ul style="list-style-type: none"> <li>• [REDACTED] spoke of the strategic picture regarding the phasing of the Comprehensive Spending Review (CSR). There is likely to be a two part SR with high level bids required by beg of Jan 2025 and more detailed bids in the Spring with announcements in May/June 2025. Arms Length Bodies (ALBs) such as CNC need to provide figures to Department as soon as possible.</li> <li>• [REDACTED].</li> </ul> <p>Members commented or sought assurance on the following:</p> <ul style="list-style-type: none"> <li>• [REDACTED].</li> <li>• [REDACTED] queried if there was an opportunity to put forward a funding model proposal. [REDACTED] advised if CNC felt there was a more efficient way to operate, the case should be made to Treasury, with emphasis on efficiency and effectiveness benefits.</li> </ul>
<b>Decision 01</b>	Authority Members <b>NOTED</b> the Updates from the Chair and from [REDACTED]
<b>3.</b>	<b>Approval of minutes of the meeting held on 24 September 2024</b> (Susan Johnson) Report Ref: PAB(24)R101
<b>Decision 02</b>	The draft minutes of the CNPA meeting held on <b>24 September 2024</b> were <b>APPROVED</b> .
<b>4.</b>	<b>Review of the CNPA Rolling Action Log</b> (Susan Johnson) Report Ref: PAB(24)R102 The following actions were discharged during the meeting PAB24092024-02, PAB24092024-05, PAB31072024-07, PAB23052024 08, PAB23052024-09, PAB27032024-04, PAB16022024- 03, and PAB31122023-01.
<b>Decision 03</b>	Board Members <b>NOTED</b> the CNPA Rolling Action Log updates.
<b>5.</b>	<p><b>Chief Constable's Report</b> – Simon Chesterman (CC SC) Report Ref: PAB(24)R103</p> <p>CC SC provided an update on the headlines of routine and new business since 24 September 2024.</p> <p>Members made comments, or sought and received assurance on the following:</p> <ul style="list-style-type: none"> <li>• Positive feedback from the Members about the recruitment advert for Dounreay and the video of the multiagency Dounreay REDE 24. [REDACTED] discussed the importance of promoting good practice, highlighting how it serves as an effective morale booster for the organisation and the teams.</li> <li>• CC SC advised that he would provide an update on the Accountability Review at January's Board, however there was work being carried out nationally which would take three to four months to complete. CC SC would provide a comprehensive overview once that work was finalised.</li> </ul>

	<ul style="list-style-type: none"> <li>The Home Secretary has announced major policing reforms including a national performance unit and national centre for policing to drive excellence. These reforms may impact our own work on efficiency and effectiveness and the CC SC would update the Authority as these developments take shape.</li> <li>██████████ sought assurance on how CNC would carry forward the people elements without an Assistant Chief Officer (ACO). CC SC provided an outline of the interim arrangements that were in place and of the alternative approach of a temporary Chief People Officer post. The Executive were looking for someone in the CPO role that evidenced potential, rather than necessarily having the full set of skills and experience already. ██████████ ██████████ ██████████</li> <li>██████ highlighted the people related issues within the strategy and the importance for the Board to support the Executive with addressing these areas.</li> </ul>
<b>Action 01</b>	CC Simon Chesterman to provide an overview of the impact of the Accountability Review at January's Board meeting
<b>Decision 04</b>	Members <b>NOTED</b> the Chief Constable/Chief Executive's Report.
<b>5.2</b>	<p><b>Professional Standards and Vetting cases</b> – DCC Stephen Martin and ACC Kerry Smith.</p> <p><b>Verbal Update</b> Report Ref: PAB(24)R104</p> <p>DCC SM gave an overview of the current misconduct investigations including a historic WhatsApp group of officers ██████████. ██████████. Officers involved are suspended from duty.</p> <p>ACC Kerry Smith (ACC KS) gave an overview of vetting and confirmed strengthened team structure. There had been additional scrutiny included within the vetting process to review vetting timescales for areas ██████████ and for those candidates on the Initial Foundation Programmes (IFP's). ██████████ ██████████. A temporary Chief/Inspector had been added to the team to assist with the backlog of vetting cases.</p>
<b>Decision 05</b>	Board Members <b>NOTED</b> the Professional Standards and Vetting cases update
<b>6.</b>	<b>ITEMS FOR DECISION/ENDORSEMENT</b>
<b>6.1</b>	<p><b>Presentation of Draft budget 2025-26 for APPROVAL-</b> ██████████ Report Ref: PAB(24)R104</p> <p>Approval was sought regarding the first draft of a potential budget for CNPA for the financial year 2025/26.</p> <p>Members made comments, and sought and received assurance on the following:</p> <ul style="list-style-type: none"> <li>██████████ ██████████ ██████████ ██████████ ██████████</li> <li>██████████ queried what the SLC's were budgeting for in relation to their pay award next year. ██████████</li> </ul>

	<ul style="list-style-type: none"> <li>• [REDACTED] added that the budget assumptions had been thoroughly reviewed at the ARFC budget scrutiny meeting earlier in the week. The 2% efficiency target on non-pay had been debated at that meeting. [REDACTED] [REDACTED] [REDACTED] [REDACTED]</li> <li>• [REDACTED] gave assurances that the budget assumptions had been stressed tested however the Executive did have concerns that the 2% or above efficiency savings could be challenging.</li> <li>• It was agreed that the Executive should stretch to a 2% efficiency saving on non-pay as a target and a clearer picture of the efficiency savings would be provided at the January ARFC and CNPA meetings</li> </ul>
<b>Decision 06</b>	<p>Members:</p> <ul style="list-style-type: none"> <li>• <b>NOTED</b> the overall budget position for 2025/26 and how this will be used to build the rest of the medium-term financial plan.</li> <li>• <b>NOTED</b> the Key Reasons for increase in the proposed 2025/26 budget (Section 3.4)</li> <li>• <b>REVIEWED and AGREED</b> the base budget changes (Section 3.5)</li> <li>• <b>REVIEWED</b> the Growth Changes (Section 3.6)</li> <li>• <b>NOTED</b> the emerging issues (Section 3.7) that identifies the key issues to be aware of.</li> <li>• <b>AGREED</b> a 2% efficiency saving as a target.</li> <li>• <b>AGREED</b> to use this version of the budget to consult with major customers and bring feedback to the CNPA to set a budget in January.</li> <li>• [REDACTED] [REDACTED] [REDACTED].</li> </ul>
<b>7.</b>	<b>ITEMS FOR DISCUSSION [REDACTED left the meeting]</b>
<b>7.1</b>	<p><b>Gender Pay Gap Report - DCC Stephen Martin</b> Report Ref: PAB(24)R105</p> <p>Approval sought to publish, the CNC gender pay gap information, contained in the report.</p> <p>Members sought and received assurance on the following:</p> <ul style="list-style-type: none"> <li>• [REDACTED] queried whether CNC could close the gender pay gap sooner than the target of 2035. DCC SM advised an assessment had been taken by [REDACTED] and the target date had been benchmarked against other organisations. Nationally it was likely to be 2050, so 2035 was already seen as a challenging target.</li> <li>• [REDACTED] spoke about the options of capturing other protected characteristics in future reporting, which he had already raised with [REDACTED].</li> <li>• A discussion took place on the wording and whether the narrative regarding the statement of ambition could be stronger. Agreed that the Executive would look at the narrative.</li> </ul>
<b>Action 02</b>	The Executive to look at strengthening the narrative regarding the statement of ambition to close the gender pay gap within the Gender Pay Gap Report, prior to its publication.



	<ul style="list-style-type: none"> <li>• [REDACTED]</li> <li>■ [REDACTED]</li> </ul>
<b>Decision 10</b>	The Board <b>NOTED</b> the content of the Activity Summary Report
<b>Action 03</b>	[REDACTED]
<b>8.5</b>	<p><b>Finance Report (P7) - [REDACTED]</b> Report Ref: PAB(24)R109</p> <p>The paper presented CNC actual financial performance to period 7 (October) for noting. As per report for exceptions.</p> <p>Members comments were as follows:</p> <ul style="list-style-type: none"> <li>• [REDACTED]</li> </ul>
<b>Decision 11</b>	<p>Members <b>NOTED</b>:</p> <ul style="list-style-type: none"> <li>• Period 7 financial performance against Q2FC (4.1)</li> </ul>
<b>9.</b>	<b>ITEMS FOR READING</b>
<b>9.1</b>	<p>9.1.1 ARFC – Chair’s Report of the ARFC meeting on 5 November 9.1.2 ARFC draft minutes for the meeting held on 5 November 9.1.3 Approval of ARA</p> <p>[REDACTED]</p>
<b>Decision 12</b>	Members <b>NOTED</b> the ARFC items.
<b>9.2</b>	<p>9.2.1 People Committee – Chair’s Report of the People Committee held on 3<sup>rd</sup> October 9.2.2 People Committee minutes for the meeting held on 3<sup>rd</sup> October.</p>
<b>Decision 13</b>	Members <b>NOTED</b> the People Committee items.
<b>9.3</b>	<p><b>Board Forward Plan – Susan Johnson</b> Report Ref: PAB(24)R113 An updated version of the Forward Look would be uploaded onto Egress.</p>
<b>10.</b>	<b>ANY OTHER BUSINESS</b>
<b>10.1</b>	<p>Closing date for applications for new CNPA Members was 28/11/24 and shortlisting date scheduled for 14/1/25. Interview date to be confirmed.</p> <p>The Chair wished everyone a Merry Christmas and confirmed that the next Board meeting would be held in [REDACTED] on 29 January 2025.</p>
<b>Distribution of Minutes:</b> CNPA Members, CNC Executive	